

"THE CHANGEMAKERS" is a first Pakistani book on the life transformational journey of Pakistani personal development and change industry experts with their 100% success philosophies and stimulating thoughts.

The book will guide you to address your lack of motivation, lack of specific goal setting, lack of persistence, procrastination, limiting belief, part time dedication and failure. In this book, the reader will learn the secrets of enthusiasm, energy, inspiration, focus to explore your conscious and unconscious desire to prove the word your power of dream and action. This book will help you in converting your ideas into powerful result oriented actions. The 10 life lessons shared by these professionals will practically guide you to peaceful and successful transition to success.

Pervaiz Tufail, a Pakistan born American Psychologist, trainer and author living in Chicago, writes the book. Pervaiz started his life as street child and now a personal transformational strategist, counselor and keynote speaker.

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1. Share your life journey – from childhood to present. How you got into your line of work?

I am purely a Pakistani Production. I was produced in Lahore. So, I am a proud 100% local production. My star is Scorpion. I am the only son of my parent. My parents gave me everything I wanted in life. They loved me more than anything in life.

AT the age of 18, my mother died cause of both kidneys failure after spending two years in hospital. I used to go to school in the morning and spend nights in the hospital changing bottles of blood and other liquids for kidney dialysis, and if I get time, I used to study my books. I was a daughter to my mother; I used to change her clothes and do everything a daughter would do for her mother. I still remember when she used to scream due to pain during minor operations and I used to listen outside the operation room. My father used to lie to me that it's not your mother and I used to pretend believing in order to keep him satisfy that his son doesn't know the meaning of pain. That was my life's first introduction to the feelings of Pain at the age of just 18 years.

My mother died at the age of 37. I still remember, she was in my arms when she got her first and last heart attack. The doctor on duty was called and when he saw her condition, he asked me, 'son, you wanna go out and wait?' I immediately understood what he meant. I replied with a smile, "No Sir, I wanna stay". And I still remember, my mother looked at me, smiled and then she left her body. Till today I still remember her eye contact. She left her body and came into my body FOREVER. I use the term "keep smiling", this was the moment where I picked up these two words... my mother's last breath and last look at me smiling.... Keep Smiling Son!

See, a mother never leaves her child alone. She could have gone to Paradise and enjoy the closeness of Almighty Allah, But she was a mother, she choosed to stay with her only son. So, she is still inside me.

Our relatives told my father to get married because he was still young, only 46. But he refused. He was afraid that his second wife may not treat me with love. So he refused to marry and concentrated on me for the rest of his life.

He sent me for studies and work abroad. One day, I was working in my office when I received a call from my cousin in Pakistan that my father has died because of sudden Heart Attack. I knew the reason of his heart attack: he used to talk to my mother after her death. People say that he used to talk to himself. But only I knew the truth. they loved one another very much, and more than one another, they loved me.

So I came back to Pakistan and since then I am here. Now I travel abroad to participate in International conferences to present my papers and other professional business-related trips. My parents gave me the love of Books and now I am not only a book lover but an Internationally recognized Author in my specialized

areas. Being PhD in Comparative Religions with published books on interfaith dialogue and Personal Development topics. I have authored more than 20 books and approximately 100 articles on various leadership and management topics. I have also presented various research papers in USA, Turkey and in various universities across Pakistan.

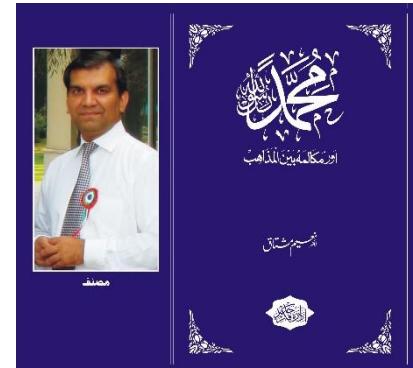
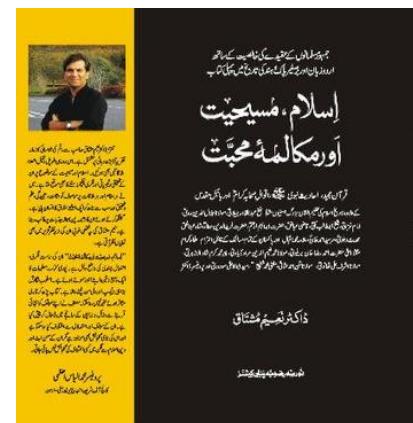
2. What did you think you were going to be when you grew up? Were you able to be?

I loved Pakistan Army and I still do as a patriot Pakistani, reading the courageous stories of 1965 and 1971 Indo-Pak Wars, WW II and novels of Crusades and Saladin written by Inayat Ullah in Urdu. wanted to be a fighter pilot in the Pakistan Air Force. But then I ended up becoming a fighter pilot in civil life, learning and teaching people how to fight back as a fighter pilot of your own aircraft facing problems and difficulties of life.

3. Your claim to fame - mention your most important accomplishments.

People from different walks of life, especially students from poor communities kept on approaching me for my assistance in their studies and jobs situation for my expert opinion. So he started my own YouTube channel in September 2009 and started uploading my every Full lecture and leadership training video for free public access so that people in Pakistan and abroad could use my knowledge to enhance their own skills, clear the concepts and become better business professionals. Currently, and very humbly speaking, I am the only known OD Specialist and Trainer in Pakistan whose more than 300 full length live recorded Videos lectures/training are available on YouTube. People use them free of cost for their personal and professional grooming, University professors use my videos as part of their class room activities. I am getting famous day by day for my service – oriented training methodology and approach.

Secondly, another area of my public recognition are my activities and books on Interfaith Dialogue. I have the honor of being the first ever writer on Interfaith dialogue written purely from theological [both Quranic and Biblical] perspectives in Pakistan. Book title was "Islam, Masihiyat aur Mukalima-e-Muhabbat [Islam, Christianity and The Dialogue of Love]. This book was published when the Indo-Pak subcontinent was full of reactionary polemic literature blaming each other for suicidal attacks by radical extremist. This Book became "The voice of one crying in the wilderness" [Isaiah 40:3] and now this book has been used by every Christian-Muslim activists in Indo-Pak subcontinent. Many MPhil and PhD students are using this book for valuable Quranic and Biblical references and fresh perspective of mostly misused Biblical and Quranic verses. Another reason for my fame in Interfaith Dialogue industry is that my latest book on Interfaith dialogue in Urdu is accepted and entered in the library of Mecca. This library is built on the site which is originally the house of our Beloved Prophet Muhammad [Peace Be



Upon Him] in Mecca. The Book title is "Muhammad aur Mukalima-e-Muhabbat [Muhammad PBUH and Interfaith Dialogue].

4. What was your passion and when did you discover and realize it? Were your directions in life set by your passion?

Directions in life are set by both: pain and passion. I have gone through both more than any other emotion in my life...My pain kept on polishing my passion and both ultimately helped me to discover the purpose and direction of my life. I was raised by my parent as a helping soul who was always there to help my friends. I belong to a family of Sufi traditions, My father used to take me at the age of 12 years to the shrines of famous Sufi Masters in Lahore city.

I still remember my first purchased book was the Hikayat-e-Aulia "Stories of The Sufi Masters". My mother used to tell me the stories of famous female Sufi Masters like Rabia Basri who used to say that she hates both Heaven and Hell because one must be focused on Allah and his love without the fear of Hell and greed of Heaven.

Both from my mother and father, I received Sufi traditions of sharing the suffering and pain of another human being without considering his race, nationality, color and religion. That is the quickest way to find Allah who lives in a broken painful heart...by Helping someone in need, you meet Allah as a reward for that help. So, I don't consider Training and Development a profession in a commercial sense, it is a process for me to assist others in improving the quality of their lives and through that process I am waiting to meet Allah in that process somewhere. The Science of Organizational Development to me is a science of finding Allah in business communities. This is how Training and Development has become my passion and purpose of life, discovered through the process of pain.

5. Why you choose your current work – your passion or profession? How one can figure out whether he/she is traditional job worker, entrepreneur or passion lover?

There is a very good movie of Jackie Chan "The Accidental Spy". I became an "Accidental Trainer" when I realized that I am a very good motivator and have good skills of problem solving, research and communications. I was famous among my friends for discussions and communications, whenever one of my friends was in need of help to communicate on his behalf, he used to take me to resolve the issue.

Later when I joined Hospitality Industry HRM as my career, I discovered and learned the art of details-oriented observation and how to handle guest complaints as an art. I discovered that by nature, I love reading books [research] analyze problem and helping people, I discovered that I am a gifted EQ person.

6. Who are your followers and how are you making the difference in the life of other?

My fans and followers are from two different parts of the society. One is the HR and OD Industry [Corporate Trainers, CSR Experts, CEOs, Business Executives, Entrepreneurs and Startups], the other part is of people working on peace, harmony and inter-faith dialogue. The difference I am making in both groups is to provide them conceptual clarity on various theological and theoretical issues and guide them towards procedural wisdom on how to implement change in their lives and in their respective fields.

Conceptual Ambiguity is the worst form of ignorance that leads to quick failure in life and disturbs work-life balance. My fans and followers, as they have talked to me, love me for my conceptual clarity on issues. They are able to define moments in their lives with more clarity and can find opportunities to resolve conflicts and develop creatively.

7. How important a mentor is? Who was your mentor? Would you suggest a mentor? Why?

Mentor is always an important part of life. Without Mentor, life becomes more difficult to handle, mentor guides and accompany you through difficulties and challenges of life.

I enjoyed so many mentors throughout my life both in religious and professional areas of my life.

Professionally speaking, I enjoyed the mentorship of Zig Ziglar, Jim Rohn, Mark R. Hughes, Joe Girard, Brian Tracy, Denis Waitley, Stephen Covey, Anthony Robbins and many other notable figures as the list is very long.

In the field of religion and interfaith dialogue, my intellectual journey starts from Syed Abu Allala Maududi. Now I have read almost every Indo-Pak scholar. In early 1980s, I met Prof. Dr. Muhammad Tahir-ul-Qadri, since then I am enjoying my ideological relations with Minhaj-ul-Quran in the areas of Islamic, Peace and Inter-faith dialogue studies.

I have enjoyed many mentors as you have read above, but my life totally changed when I came across Baba Baqir Saien of Chunia City in Qasur District of Punjab. He introduced me to Masnavi of Mevlana Rumi, famous Sufi poet now buried in Konya, Turkey. I have been twice to Turkey for conferences and visited Konya as well.

Now I can say that being with all the above-mentioned mentors, I have been guided by life to read the biographies of Jesus the Christ and Holy Prophet Muhammad [Peace Be Upon Them]. I can now say with full intellectual and spiritual clarity that these two are the best of mentors... once you get to know both of them, you don't need anyone else.

8. What are your motivational strategies to make the difference in the life of others?

Listening is my only motivational strategy, the more you listen, the more you are aware of life's realities. Helping hand is the best motivational strategy to bring change in other's life. My Motivational Strategy is based on the following Parable of Jesus the Christ and a Hadith of Holy Prophet Muhammad {Peace Be Upon Them}.

"When the Son of Man comes in his glory, and all the angels with him, he will sit on his throne in heavenly glory. All the nations will be gathered before him, and he will separate the people one from another as a shepherd separates the sheep from the goats. He will put the sheep on his right and the goats on his left. Then the King will say to those on his right, 'Come, you who are blessed by my Father; take your inheritance, the kingdom prepared for you since the creation of the world. For I was hungry and you gave me something to eat, I was thirsty and you gave me something to drink, I was a stranger and you invited me in, I needed clothes and you clothed me, I was sick and you looked after me, I was in prison and you came to visit me.' Then the righteous will answer him, 'Lord, when did we see you hungry and feed you, or thirsty and give you something to drink? When did we see you a stranger and invite you in, or needing clothes and clothe you? When did we see you sick or in prison and go to visit you?' The King will reply, 'I tell you the truth, whatever you did for one of the least of these brothers of mine, you did for me.' Then he will say to those on his left, 'Depart from me, you who are cursed, into the eternal fire prepared for the devil and his angels. For I was hungry and you gave me nothing to eat, I was thirsty and you gave me nothing to drink, I was a stranger and you did not invite me in, I needed clothes and you did not clothe me, I was sick and in prison and you did not look after me.' They also will answer, 'Lord, when did we see you hungry or thirsty or a stranger or needing clothes or sick or in prison, and did not help you?' He will reply, 'I tell you the truth, whatever you did not do for one of the least of these, you did not do for me.' "Then they will go away to eternal punishment, but the righteous to eternal life. [The Gospel of Matthew 22:35-40]

The Holy Prophet Muhammad (Peace Be Upon Him) said the same thing:

On the Day of Judgement, God Almighty will ask a man, "O Son of Adam, I was sick but you did not come to visit Me." Man, surprisingly, will ask the Lord, "How is it possible?" Allah will reply, "Did you not know that a man got sick near you and you did not go to visit him; you would have found Me there if you visited him." Similarly, Allah will ask a man, "O Son of Adam, I asked you for food but you did not feed Me." Man surprisingly will say, "How is it possible that you need such a thing? Allah will reply, "Do you not know that a man was hungry and he asked for food from you but you refused; if you had fed him, you would have found Me there." [Miskat ul Masabih, Hadith No. 1446]

I don't believe in preaching; I believe in becoming the message of Jesus the Christ and Holy prophet Muhammad by practically helping people improve the quality of their lives. Quality of life and society depends on how we share the suffering and pain of each other as a team. My Motivational Strategy is to be present physically where I am needed.

9. What lessons has your work life taught you?

Perseverance and Persistent. These two are the king of all technical and soft skills... without these two no other skills or behavior trait will work ...these two are the foundations. My conclusion of all success literature studies reveals the same. Napoleon Hill in his famous book "Think and Grow Rich" has written a chapter on Perseverance and Persistence. Interestingly, He states in the same chapter that if anyone want to see how to practice perseverance and persistence, he/she should study the life of Holy Prophet Muhammad [PBUH].

10. What are your thoughts on statements below;

- ❖ Between 14 – 20 years, do experiments; make mistakes, dream big and give you margin of error. *Agreed*
- ❖ At 20 to 30 years, sharp your vision, have life goal, follow a good mentor or boss to learn and earn. *Agreed*
- ❖ At 30 to 40 years, if you want to do something yourself, just do it. Start prioritizing stability, family and future. *Agreed*
- ❖ At 40 to 50 years, be master of your skills and do things you are good at – don't look around. *Agreed*
- ❖ At 50 to 60 years, train and develop young generation. *Agreed*

11. What is the age to be successful? How one could become successful in 20s and 30s.

We hear a lot about logical intelligence [IQ] and emotional intelligence [EQ], most trainers are missing the foundational link of both intelligences. This foundational link is the ability to conceptualize issues and seeing the big picture. This foundational intelligence is called conceptual Intelligence. Both IQ and EQ are managed by this intelligence. This intelligence is also known as the practical wisdom in both Quranic and Biblical verses...the ability to maintain balance and timings between the both intelligences [IQ & EQ] is called practical wisdom which drives its forces from conceptual intelligence.

People in their 20s and 30s should focus more on acquiring wisdom instead of just collecting information. Polishing IQ And EQ won't matter much if one does not know where to keep his/her mouth shut and where to speak. EQ and IQ are two skill sets and their operating manual is in conceptual intelligence also known as practical wisdom.

Success depends on the ability to see the light in the darkness, the ability to interpret silence in words. Practical wisdom is the ability to read in between the lines.

12. Mention 10 key lessons you learned from life? Why you think these are the key lessons in your life?

1. Love & Peace.
2. Forgiveness.
3. Service.
4. Perseverance.
5. Persistence.
6. Ethics and Values.
7. Family.
8. Friends.
9. Society.
10. Country.

This will take long to write about these 10 qualities/lessons I learned throughout my life. Every quality is a book itself. It took me many years through many painful experiences to understand the real meanings of each and every quality.

Academic definitions are easy to understand but understanding each and every quality in depth requires that you go through many painful experiences in life...one has to face a lot of hate in life just to experience what love is, losing someone you loved most [my mother] makes you understand what perseverance actually is.

13. Which top 3 lessons you want to recommend young people to change their life? Why are you recommending these lessons to young people?

1. Ignore and Forgive.
 - a. *Ignore what hurts and you and forgive yourself for not being able to stop that pain and also forgive the person who is the reason for that pain maybe he is suffering from pain too. Learn to see the reasons behind that painful behavior of the person, ignore and move on with your life. You have bigger dreams to chase than to stop and be busy with that person. Don't take revenge, leave it to Allah to handle that issue, He will turn your pain into blessings and you will grow faster.*
2. Embrace Pain with Love.
 - a. *Pain is the gift of Allah, if handled with care and love. Pain introduces us to so many blessed new perspectives of life which we never knew before. People who have gone through painful experiences are more open to life's challenges and possesses better IQ and EQ skills. They are more spiritually aware of their self and their surroundings.*
3. Keep Moving, Keep Growing and Keep Smiling.
 - a. *This is simple, keep moving, never surrender, keep growing by keep learning and keep smiling as worst situations are never permanent. Surprise problems with your attitude towards them. Problems are just indications towards ignored areas or wrong decisions, nothing else. Remember one thing: Problems are universal in their nature:*

they are in everyone's live regardless of their race, nationality, religion or color; you can only handle problems effectively with your universal attitude. Have a universal personality based on universal human values. Learn to see the whole world, not just your own.

14. You teach and coach stress free living, surviving in competition from job to business, how you maintain and sustain work – life balance?

To maintain work-life balance, one must train him/herself in skills related to both sides...secondly, 'balance' is a point of view, a conceived perspective... so one must learn to shift focus on one side or the other as required to solve daily life issues. One must learn when to act as an employee in office and when to act as a husband or father at home.

Work-life balance is also based on your spiritual connectivity with higher purpose of life through your belief in God. Many times, in life when work-life balance does not make any sense, prayer play its role and uplift a man's spirit to redefine work-life balance and readjust life. Stress management, time management and all other soft skills are conceptually based on your spiritual clarity and connectivity. Faith plays an important role in managing work-life balance.

15. How one can create an alignment between your perceived self, your reason of existence and passion to become millionaire?

To me, understanding of religious values, faith and spiritual perspective plays an important role in this sensitive alignment. Maintaining a financial and spiritual sense of purpose is a skill many don't understand and learn. Becoming a millionaire can also become a religious duty if one can learn to connect the both financial and spiritual worlds. Personal, professional and financial development is one goal in essence, divided into three broad categories of life.

16. When in life have you felt most alone or depressed? How did you overcome?

Depression and loneliness are only a state of mind linked with various broken expectations and painful experiences in life. It is a situational state of mind. I have gone through the painful experiences so many times in my life that now feeling alone is a normal state of mind. I have learned to focus on what is beautiful in each and every worst experience.

When you have left nothing to lose in life, you become more aware of the realities of life, having no expectations and a sense of detachment has its own different taste of freedom.

When you come to realize through these experiences that Everything in life is temporary, even your loves ones, everyone has to leave one day, some leave you in this life for better options and others leave you shifting from this world to another better world. Death for some people is the end of this life, for some, like myself, is the sifting point to another life.

So Whenever I experience loneliness or depression, I just remind myself again that like life itself, this is all temporary...so I treat these two guests like a good host and entertain these emotions until they are gone happily.

17. How would you like to be remembered?

I would like to be remembered for Credibility, Authenticity and Service... Whatever I have produced in form of my lectures, talks and books. I would like to be remembered for Credible and Authentic contents. I would like to be remembered for serving free of charge those who could not afford financially to attend trainings for their professional and personal development. I would like to see people grow in their lives coming from a poor suffering background, remembering me that they met Naeem Mushtaq in their lives.

18. What are your plans after retirement? How do you feel about it?

I don't plan to retire, so there is no retirement plan. I plan to live fully till the last day of my life. There is no retirement in a service -oriented lifestyle.

19. What are your satisfactions in life? Do you have any regrets?

I consider myself super blessed in all areas of my life. My only regret is that I could not live up to the extent of my abilities. Allah has given me many abilities but I could not use them fully due to my own intellectual limitations.

20. Your final motivational message and life changing lines for off track people.

Being off track are very valuable moments in life...these are not lost moments...only redefining moments. So, revise and update your intellectual and spiritual software.

Life is tough and you are God's super creation meant to be bent and stand firm whenever required by life ... there is no life without you...you are the life ... so learn to celebrate your both happy and painful moments to reshape and readjust yourself. You don't depend on life, life depends upon you. Look around yourself, how many loved ones are depending on you for their own lives...you are their source of love, power and motivation...you are everything they got...aren't you their life? You are a complete story in the entire universe, never revealed and will never be repeated again. You are unique. You get motivated by reading other's biographies, when you are going to read your own? Why be discovered and told by someone else at his own terms, why not tell your own

story in your own words at your own terms? Lets start discover today...starting today ... and enjoy your unique story.

The End